



DOH 346-154

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**Patient Volume-based Staffing Matrix Formula Template**

Minimum means the minimum number of RNs, LPNs, CNAs, and UAPs per shift based on the average needs of the unit such as patient acuity, staff skill level, and patient care activities. If a unit does not utilize certain staff for that shift please put "0", do not leave it blank.

<b>Unit/ Clinic Name:</b>		<b>3 Rainier</b>									
<b>Unit/ Clinic Type:</b>		<b>Mary Bridge NICU</b>									
<b>Unit/ Clinic Address:</b>		<b>315 MLK Jr Way, Tacoma, WA. 98405</b>									
<b>Average Daily Census:</b>		<b>47</b>				<b>Maximum # of Beds:</b>			<b>70</b>		
<b>Effective as of:</b>		<b>1-Jan-25</b>									
<b>Census</b>											
Please select metric type	Shift Type	Shift Length in Hours	Min # of RN's	Min # of LPN's	Min # of CNA's	Min # of UAP's	Min # of RN HPUS	Min # of LPN HPUS	Min # of CNA HPUS	Min # of UAP HPUS	Total Minimum Direct Pt. Care HPUS (hours per unit of service)
20	Day 7a-7p	12	13	0	0	0	7.80	0.00	0.00	0.00	15.60
	Night 7p-7a	12	13	0	0	0	7.80	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
21	Day 7a-7p	12	13	0	0	0	7.43	0.00	0.00	0.00	14.86
	Night 7p-7a	12	13	0	0	0	7.43	0.00	0.00	0.00	

		0	0	0	0	0	0.00	0.00	0.00	0.00	14.86
22	Day 7a-7p	12	14	0	0	0	7.64	0.00	0.00	0.00	15.27
	Night 7p-7a	12	14	0	0	0	7.64	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
23	Day 7a-7p	12	14	0	0	0	7.30	0.00	0.00	0.00	14.61
	Night 7p-7a	12	14	0	0	0	7.30	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
24	Day 7a-7p	12	15	0	0	0	7.50	0.00	0.00	0.00	15.00
	Night 7p-7a	12	15	0	0	0	7.50	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
25	Day 7a-7p	12	15	0	0	0	7.20	0.00	0.00	0.00	14.40
	Night 7p-7a	12	15	0	0	0	7.20	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
26	Day 7a-7p	12	16	0	0	0	7.38	0.00	0.00	0.00	14.77
	Night 7p-7a	12	16	0	0	0	7.38	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
27	Day 7a-7p	12	16	0	0	0	7.11	0.00	0.00	0.00	14.22
	Night 7p-7a	12	16	0	0	0	7.11	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
28	Day 7a-7p	12	17	0	0	0	7.29	0.00	0.00	0.00	14.57
	Night 7p-7a	12	17	0	0	0	7.29	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
29	Day 7a-7p	12	17	0	0	0	7.03	0.00	0.00	0.00	14.07
	Night 7p-7a	12	17	0	0	0	7.03	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
30	Day 7a-7p	12	18	0	0	0	7.20	0.00	0.00	0.00	14.40
	Night 7p-7a	12	18	0	0	0	7.20	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
31	Day 7a-7p	12	18	0	0	0	6.97	0.00	0.00	0.00	13.94
	Night 7p-7a	12	18	0	0	0	6.97	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	

32	Day 7a-7p	12	19	0	0	0	7.13	0.00	0.00	0.00	14.25
	Night 7p-7a	12	19	0	0	0	7.13	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
33	Day 7a-7p	12	20	0	0	0	7.27	0.00	0.00	0.00	14.55
	Night 7p-7a	12	20	0	0	0	7.27	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
34	Day 7a-7p	12	20	0	0	0	7.06	0.00	0.00	0.00	14.12
	Night 7p-7a	12	20	0	0	0	7.06	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
35	Day 7a-7p	12	21	0	0	0	7.20	0.00	0.00	0.00	14.40
	Night 7p-7a	12	21	0	0	0	7.20	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
36	Day 7a-7p	12	21	0	0	0	7.00	0.00	0.00	0.00	14.00
	Night 7p-7a	12	21	0	0	0	7.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
37	Day 7a-7p	12	22	0	0	0	7.14	0.00	0.00	0.00	14.27
	Night 7p-7a	12	22	0	0	0	7.14	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
38	Day 7a-7p	12	22	0	0	0	6.95	0.00	0.00	0.00	13.89
	Night 7p-7a	12	22	0	0	0	6.95	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
39	Day 7a-7p	12	23	0	0	0	7.08	0.00	0.00	0.00	14.15
	Night 7p-7a	12	23	0	0	0	7.08	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
40	Day 7a-7p	12	23	0	0	0	6.90	0.00	0.00	0.00	13.80
	Night 7p-7a	12	23	0	0	0	6.90	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
41	Day 7a-7p	12	24	0	0	0	7.02	0.00	0.00	0.00	14.05
	Night 7p-7a	12	24	0	0	0	7.02	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
	Day 7a-7p	12	24	0	0	0	6.86	0.00	0.00	0.00	

42	Night 7p-7a	12	24	0	0	0	6.86	0.00	0.00	0.00	13.71
		0	0	0	0	0	0.00	0.00	0.00	0.00	
43	Day 7a-7p	12	25	0	0	0	6.98	0.00	0.00	0.00	13.95
	Night 7p-7a	12	25	0	0	0	6.98	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
44	Day 7a-7p	12	25	0	0	0	6.82	0.00	0.00	0.00	13.64
	Night 7p-7a	12	25	0	0	0	6.82	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
45	Day 7a-7p	12	26	0	0	0	6.93	0.00	0.00	0.00	13.87
	Night 7p-7a	12	26	0	0	0	6.93	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
46	Day 7a-7p	12	26	0	0	0	6.78	0.00	0.00	0.00	13.57
	Night 7p-7a	12	26	0	0	0	6.78	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
47	Day 7a-7p	12	27	0	0	0	6.89	0.00	0.00	0.00	13.79
	Night 7p-7a	12	27	0	0	0	6.89	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
48	Day 7a-7p	12	27	0	0	0	6.75	0.00	0.00	0.00	13.50
	Night 7p-7a	12	27	0	0	0	6.75	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
49	Day 7a-7p	12	28	0	0	0	6.86	0.00	0.00	0.00	13.71
	Night 7p-7a	12	28	0	0	0	6.86	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
50	Day 7a-7p	12	29	0	0	0	6.96	0.00	0.00	0.00	13.92
	Night 7p-7a	12	29	0	0	0	6.96	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
51	Day 7a-7p	12	29	0	0	0	6.82	0.00	0.00	0.00	13.65
	Night 7p-7a	12	29	0	0	0	6.82	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
52	Day 7a-7p	12	30	0	0	0	6.92	0.00	0.00	0.00	13.85
	Night 7p-7a	12	30	0	0	0	6.92	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	

53	Day 7a-7p	12	30	0	0	0	6.79	0.00	0.00	0.00	14.14
	Night 7p-7a	12	30	0	0	0	7.35	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
54	Day 7a-7p	12	30	0	0	0	6.67	0.00	0.00	0.00	13.33
	Night 7p-7a	12	30	0	0	0	6.67	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
55	Day 7a-7p	12	31	0	0	0	6.76	0.00	0.00	0.00	13.53
	Night 7p-7a	12	31	0	0	0	6.76	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
56	Day 7a-7p	12	31	0	0	0	6.64	0.00	0.00	0.00	13.29
	Night 7p-7a	12	31	0	0	0	6.64	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
57	Day 7a-7p	12	32	0	0	0	6.74	0.00	0.00	0.00	13.47
	Night 7p-7a	12	32	0	0	0	6.74	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
58	Day 7a-7p	12	32	0	0	0	6.62	0.00	0.00	0.00	13.24
	Night 7p-7a	12	32	0	0	0	6.62	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
59	Day 7a-7p	12	33	0	0	0	6.71	0.00	0.00	0.00	13.42
	Night 7p-7a	12	33	0	0	0	6.71	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
60	Day 7a-7p	12	33	0	0	0	6.60	0.00	0.00	0.00	13.20
	Night 7p-7a	12	33	0	0	0	6.60	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
61	Day 7a-7p	12	33	0	0	0	6.49	0.00	0.00	0.00	12.98
	Night 7p-7a	12	33	0	0	0	6.49	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
62	Day 7a-7p	12	34	0	0	0	6.58	0.00	0.00	0.00	13.16
	Night 7p-7a	12	34	0	0	0	6.58	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
63	Day 7a-7p	12	34	0	0	0	6.48	0.00	0.00	0.00	
	Night 7p-7a	12	34	0	0	0	6.48	0.00	0.00	0.00	

		0	0	0	0	0	0.00	0.00	0.00	0.00	12.95
64	Day 7a-7p	12	35	0	0	0	6.56	0.00	0.00	0.00	13.13
	Night 7p-7a	12	35	0	0	0	6.56	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
65	Day 7a-7p	12	35	0	0	0	6.46	0.00	0.00	0.00	12.92
	Night 7p-7a	12	35	0	0	0	6.46	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
66	Day 7a-7p	12	36	0	0	0	6.55	0.00	0.00	0.00	13.09
	Night 7p-7a	12	36	0	0	0	6.55	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
67	Day 7a-7p	12	36	0	0	0	6.45	0.00	0.00	0.00	12.90
	Night 7p-7a	12	36	0	0	0	6.45	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
68	Day 7a-7p	12	37	0	0	0	6.53	0.00	0.00	0.00	13.06
	Night 7p-7a	12	37	0	0	0	6.53	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
69	Day 7a-7p	12	37	0	0	0	9.06	0.00	0.00	0.00	18.12
	Night 7p-7a	12	37	0	0	0	9.06	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	
70	Day 7a-7p	12	38	0	0	0	6.51	0.00	0.00	0.00	13.03
	Night 7p-7a	12	38	0	0	0	6.51	0.00	0.00	0.00	
		0	0	0	0	0	0.00	0.00	0.00	0.00	

NICU

**Unit Information**

**Additional Care Team Members**

Occupation	Shift Coverage			
	Day	Evening	Night	Weekend
HUC	X	X	X	X
RT	X	X	X	X
Lactation RN's	X	X		X
Social Work	X			
Care Mangers	X			
Physical Therapy	X			
Speech Therapy	X			
Occupational Therapists	X			
Registered Dietician	X			
Chaplian as needed	X			
Grief and Loss Support RN	X			
Neonatal Nurse Practitioner	X			
Pharmacy	X			X
Transport RN	X	X	X	X

**Unit Information**

**Factors Considered in the Development of the Unit Staffing Plan  
(Check all that apply):**

Activity such as patient admissions, discharges, and transfers

Admissions are received from Tacoma General Hospital, Mary Bridge Children's, and external transports from referring facilities. We are a no divert unit. If the unit is at full capacity or experiencing short staffing, all efforts are made to arrange for placement for lower level of care patients. This is completed through a collaborative effort and close conversation with the charge nurses, hospital supervisor, inpatient departments, and the transfer center.

Patient acuity level, intensity of care needs, and the type of care to be delivered on each shift

We care for the highest level acuity neonates at Mary Bridge Children's Hospital based on acuity and patient needs. NICU staffing is based on patient acuity and/or geographical patient placement, such as split hallway assignment. Type of care delivered in the NICU each shift consists of the following: Q3-4 hour complex shift assessment (more frequent if patient condition warrants closer monitoring), medication administration/management (IV, PO, IV gtt, OG, NG, GT/GI), continious cardiac/respiratory monitoring. Monitoring of input and output, assessment of all LDAs (lines, drains and airways), management of ETT ( if patient is intubated), repositioning, lab draws and central line management.

Level 4 Neonates are typically in a 1 patient assignment unless extenuating circumstances.

Unstable neonates requiring multisystem support ad complex critical care

Actively titrating 2 or more vasopressors

Critical Airway

HFOV Oscillator

Unstable Inhaled Nitric

Neonate receiving exchange transfusion

End of life/withdraw of life support

Neonate during surgery and the first 4 hours post surgical

Unstable respiratory staus requiring frequent treatment and adjustment of ventilator

Therapeutic cooling during the time in which it takes infant to become targeted temperature and stable  
Level 3 Neonate is typically in a 2 patient assignment  
Patient requiring continuous monitoring with one to two systems needing support and critical care  
One vasopressor with minimal titration  
Stable airway on HFOV, Jet ventilation, inhaled nitric, Conventional ventilator, CPAP  
Neonates on IVH  
Neonates receiving blood transfusions  
Therapeutic cooling once neonate is stable and at target temp  
Phototherapy requiring frequent lab draws  
Chest tubes  
Continuous EEG  
Central IV access  
Unstable Neonates on ESC protocol  
Level 2 Neonates are typically in a 3 patient assignment  
Neonate on High Flow respiratory support or less  
Stable phototherapy  
Feeders/growers  
Apnea or Bradycardia watch  
Demand or

#### Skill mix

The NICU is staff with 2 charge nurses, 1 high risk delivery nurse, and NICU support nurses. Charge Nurses and the high risk delivery nurses respond to all high risk deliveries and neonatal codes in Tacoma General and Mary Bridge. NICU support nurses support the clinical needs of the unit. Examples of NICU support nurses activities could include assisting with new admissions, supporting RN's with patient care, procedures, clinical coaching for new RN's, and providing coverage for breaks and lunches.

#### Level of experience of nursing and patient care staff

Experience: Bachelor's degree in Nursing, or obtained within 3 years from initial date of hire; RN with 25 years of service may be considered in lieu of educational requirement. Washington State Registered Nurse License (RN); Current Health Care Provider level CPR certification required; ACLS or NALS or PALS or TNCC or NRP certification as required by facility or department, Certification in specialty area preferred, minimum 2 years of NICU experience preferred.

#### Need for specialized or intensive equipment

The NICU does require specialized equipment and all nurses are trained to use it.

Architecture and geography of the unit such as placement of patient rooms, treatment areas, nursing stations, medication preparation areas, and equipment

In times of high volume the NICU will utilize the Intermediate Care Nursery which is in a different physical location and requires a minimum of 3 nurses to be staffed in the area.

Other

NICU nurses are required to assist with lab draws on WNC or in BC or assess the infant for need to transfer to higher level of care. Nurses are also required to transport patients to off the floor procedures.